

Attended today,
forgotten
tomorrow:
Is training a
waste of time?

Hello!

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Welcome!

Introductions

1. Your name,
2. Your job role
3. What interests you about

Workforce Development?

How do we learn? (Activity)

Sitting back to back in pairs:

- x One person is the instructor
- x One person is the illustrator

The instructor will be able to see the image and must explain to the illustrator what they need to draw (without saying what the picture is!). Illustrators can't ask questions!

You have 2 minutes!



How do we learn?

Everybody is different!

The most effective learning tends to come from blending together different learning styles.





Does training change the way professionals do their jobs?

Yes it does...

“It has helped me really firm up the type of work that needs to be done with children and families to improve their outcomes. If I hadn’t done the training I don’t think I would have been in the same place and I wouldn’t have come to the same conclusion of what we needed to do.”

- School based professional after completing a Level 4 qualification.



...but!

“I think it’s certainly a good starting block but I think so you don’t lose it you need to add things onto it to build up skills. Maybe for supervisors to look at how they can build on what’s already been done or have conversations in supervision, “have you thought about it from this point of view...?”

- Local authority practitioner



**“Tell me and I
forget, teach me
and I may
remember, involve
me and I learn.”**

– Benjamin Franklin

What are your experiences of where training has been successfully embedded?

How do we
create
opportunities
for learning in
the
workforce?



Recommendations

System

Prioritising using what we learn (giving time and space), multi-agency approach, adapted recording systems

Management

Supervision, support, opportunities for reflection, learning and networking



Learn more...

Full report available soon
on our website...

www.hrphartlepool.co.uk



Thanks for coming!

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